

25 **WHEREAS**, the Austin area is experiencing low unemployment and all
26 employers face significant competition to recruit and retain talent, including
27 individuals with diverse family caretaker responsibilities; and

28 **WHEREAS**, the City Council sets economic opportunity and affordability
29 as a top priority in Austin Strategic Direction 2023; **NOW, THEREFORE**,

30 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

31 The City Manager is directed to provide Council with a study that:

- 32 1) Assesses a phased approach implementing paid parental leave at 8
33 weeks by 2023, 10 weeks by 2024, and 12 weeks by 2025 to increase
34 paid parental leave for non-sworn employees, including part-time
35 employees, from 6 weeks to 12 weeks and provides cost estimates
36 associated with each phased approach, including an analysis of
37 projected savings, such as savings accrued from increased retention
38 and reduced turnover;
- 39 2) Evaluates amendments to our current eligibility criteria to allow an
40 employee to access paid parental leave after working for the City for
41 after 6 months;
- 42 3) Guarantees employees up to 12 weeks of paid parental leave
43 regardless of their sexual orientation, gender identity, marital status,
44 or whether multiple family members are employed by the City, which
45 mirrors the protections afforded to sworn and non-sworn employees
46 under the City’s 6-week paid parental leave policy;
- 47 4) Maintains the City’s current policy, which makes paid parental leave
48 available to employees who become parents because of the birth,

49 adoption, or foster placement of a child, without regard to the parents'
50 marital status, gender identity, or sexual orientation, or whether both
51 parents are City employees;

52 5) Maintains an employee's ability to apply their used paid parental
53 leave to the 30-day threshold that is required prior to an employee's
54 ability to access short-term disability; and

55 6) Maintains other components of the City's existing paid parental leave
56 policy, including the ability to access paid leave prior to the birth or
57 placement of the child in order to allow for time for prenatal
58 appointments, court proceedings, or home visitations.

59 **BE IT FURTHER RESOLVED:**

60 The City Manager is directed to provide the City Council with an update on
61 this Resolution within 90 days of approval of this Resolution.

62

63 **ADOPTED:** _____, 2022 **ATTEST:** _____

64

65

Myrna Rios
City Clerk